GOVERNMENT OF INDIA
RURAL DEVELOPMENT
LOK SABHA

UNSTARRED QUESTION NO:2468
ANSWERED ON:05.12.2000
STAFFING PATTERN OF DRDAS
UMMAREDDY VENKATESWARLU

Will the Minister of RURAL DEVELOPMENT be pleased to state:

(a) whether the Government have laid down strict guidelines for the staffing pattern of DRDAs;

(b) if so, the details thereof;

(c) the names of the States which are not following this pattern;

(d) whether under these guidelines, no DRDA should have permanent staff and no direct recruitment is allowed by the Government;

(e) if so, the reasons therefor;

(f) whether this policy has made it difficult to obtain officials with administrative skills in the area of rural development; g) if so, whether there is any proposal to change this policy and permit direct recruitment; and h) if not, the reasons therefor?

Answer

MINISTER OF RURAL DEVELOPMENT

(SHRI M. VENKAIAH NAIDU)

(a) (b)&(c) : In order to be effective, the DRDA must have an appropriate staffing structure as well as suitable personnel policy. Keeping in view the role and functions of the DRDAs, the staffing structure of the DRDA has been laid down in the Guidelines for the scheme, which must include positions for Planning for poverty alleviation, Project formulation, Social organisation and Capacity building, Gender concerns, Engineering supervision and Quality control, Project monitoring, Accountancy and Audit functions as well as Evaluation and impact studies. For this an indicative staffing structure has been suggested to the States. The details of the indicative staffing pattern stipulated in the Guidelines of the Scheme of `DRDA Administration` are given in the Annexure.As per the Guidelines of DRDA Administration, the State Govts. have been given the freedom to evolve variations depending on local requirements, but within the limit of the overall costs that have been decided.

(d) Yes Sir.

(e) Since the DRDA is a registered Society,as a matter of Policy, it has been decided that the DRDA should not have any permanent staff. The DRDA employees are taken on deputation for a specific period. By doing so, there is the advantage of better choice of staff, flexibility in staffing pattern and motivating the staff. The objective of strengthening of DRDAs is to provide them with certain professional capacity and have a flexible staffing pattern. As such, the DRDAs are no longer allowed to make any direct recruitment.

(f) This policy rather envisages to strengthen the DRDAs by providing them with professional staff. The Scheme of DRDA Administration was started from 1999-2000 only. Therefore, it is too early to assess the practical difficulties being experienced by State Govts. in implementation of the scheme as per the guidelines.

(g) At present, there is no proposal to change the policy and allow direct recruitment.

(h) The scheme of DRDA Administration was launched after many rounds of thoughtful deliberations with representatives of the State Govt. with the approval of the Cabinet. Since the Scheme is only one year old, it would be too early to make any changes in the Guidelines of the Scheme.

Annexure Statement referred to in part (b) of Lok Sabha U.S.Q. No. 2468 for 5.12.2000.

STAFFING PATTERN FOR DRDAs

POST	No. Of Posts			
Category A	Category BCategory C	Category D		
Project Management	#	#	#	
1Project Director/CEO	1	1	1	1

Self Employment Wing				
1Project Officer \		1	1	1
2APOs	2	2	3	3
3Technical Assistants	2	2	3	3
4Clerk-Cum-Typist/Typis	2	2	3	3
Women`s Wing				
1APO	1	1	1	1
2Technical Assistants	1	1	1	1
3Clerk-Cum-Typist/Typis	1	1	1	1
Wage Employment Wing				
1Project Officer	1	1	1	1
2Technical Assistants	1	1	2	2
3Clerk-Cum-Typist/Typis	1	2	2	2
Watershed Wing				
1Project Officer	1	1	1	1
2Technical Assistant	1	1	1	1
3Clerk-Cum-Typist/Typis	1	1	1	1
Engineering Wing				
1Executive Engineer	1	1	1	1
2Assistant Engineer	1	2	2	2
3Technical Assistants	1	2	2	2
Finance Wing				
1Senior Accounts Officer		1	1	1
2Accounts Officer	2	2	2	2
3Accountant/Account Cle	3	3	4	4
4Clerk-Cum-Typist/Typis	1	2	2	3
Monitoring Wing				
1Project Economist	1	1	1	1
2Statistical Investigat	1	2	2	2
3Clerk-Cum-Typist/Typis	1	1	1	1
General Administration				
1Superintendent/Office Manager	1	1	1	1
2Assistants	2	3	3	3
3Stenographer	1	2	2	2
4Drivers	1	2	3	4
5Attendant/Watchmen	3	4	5	6